# Human Relations

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## Overview

- Human Relations and Military Equal Opportunity (MEO) and Treatment
- Stereotyping, Prejudice and Discrimination
- Unlawful Discrimination
- Sexual Harassment
- Dissident and Protest Activities

# Human Relations

- Roles and Responsibilities of the MEO Program
- Professional and Unprofessional Relationships
- Focus on the Individual
- Hazing
- Rape/Rape Prevention

# Human Relations

## Objective

Identify basic facts about human relations.

# Human Relations

- Interactions between two or more people on an interpersonal level

# Human Goals Proclamation

- Respect, dignity, and worth
- Recognize:
  - Needs
  - Aspirations
  - Capabilities

# Military Equal Opportunity and Treatment

## Air Force Policy

- Unlawful discrimination and sexual harassment
- Equal opportunity and treatment

# Stereotyping

- Applying a standardized mental picture to a person or group of people

# Prejudice

- Prejudgment without sufficient knowledge

# Discrimination

- Acting on the basis of prejudice
  - Lawful
  - Unlawful

# Sexual Harassment

- Unwelcome sexual advances
- Requests for sexual favors
- Other verbal or physical conduct of a sexual nature

# Sexual Harassment

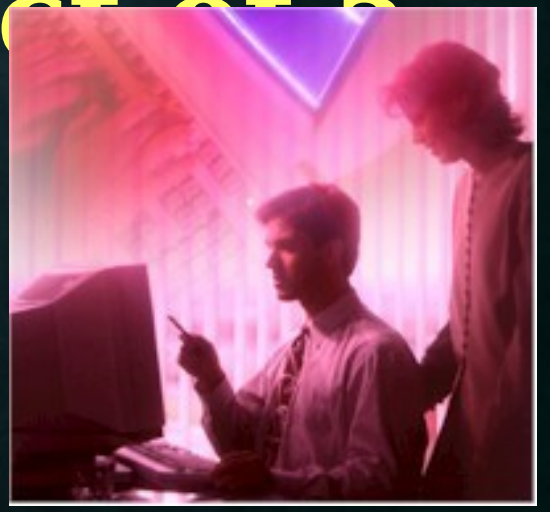
**…Submission is a condition of a person's job, pay, or caree**

# Sexual Harassment

...Any supervisor or commander who uses or allows sexual behavior to control or influence a military or civilian employee

# Sexual Harassment

**…Any military member or civilian employee makes planned or repeated contact of a sexual nature**



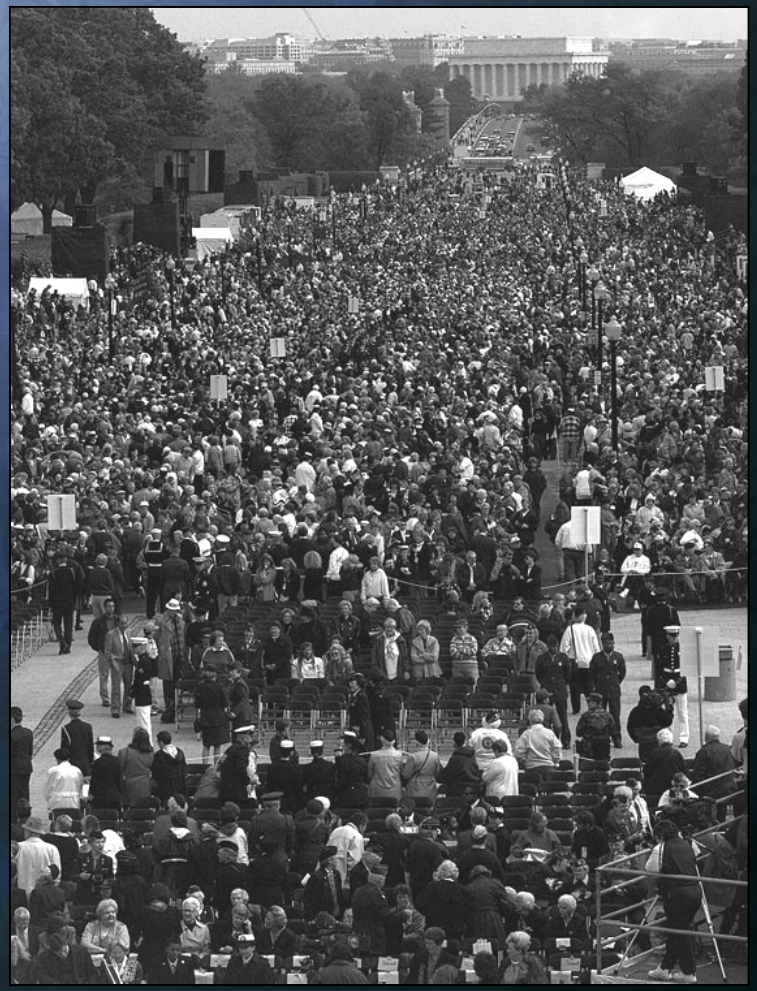
# Sexual Harassment

- Physical contact
- Gestures
- Jokes
- Pictures
- Comments

# Dissident and Protest Activities

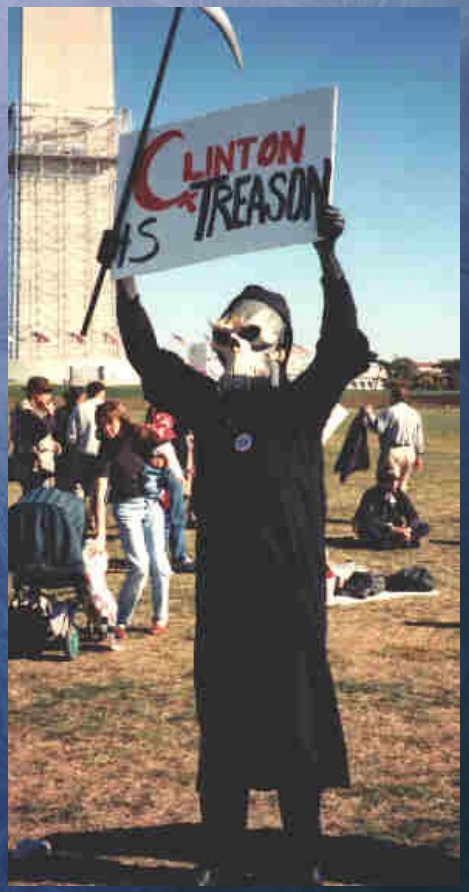
## DoD Policy

# Dissident and Protest Activities



# Dissident and Protest Activities

## Air Force Policy




- **Military personnel *MUST* not actively participate in organizations that advocate supremacist causes**
- **Incompatible with military service**

# Roles and Responsibilities of the MEO Program

- Comply
- Examine behaviors
- Confront behaviors
- Report
- Cooperate

# Ways to Overcome Prejudice and Stereotyping

- Recognize individual differences
- Accept people as they are
- Associate across cultural lines
- Evaluate opinions, ideas, and values

# Professional and Unprofessional Relationships

- Relationships that harm your unit's:
  - Morale
  - Discipline
  - Efficiency

# Professional and Unprofessional Relationships

- Officer and officer
- Enlisted and enlisted
- Officer and enlisted
- Any supervisor and subordinate

# Professional and Unprofessional Relationships

- **Fraternization is a personal relationship between officer and enlisted…violates UCMJ Article 134**

# Professional and Unprofessional Relationships

- Gender neutral
- Not strictly a sexual relationship
- Potential damage to unit cohesion

# Professional and Unprofessional Relationships

- Communicate freely
- Participation in…
- Always be professional

# Focus on the Individual

- Resolve conflicts at the lowest level
- Explore options
- Sensitize yourself
- Promote positive human relations
- Eliminate unacceptable behavior

# Focus on the Individual

## Responsibilities and Reporting Procedures

- Informal vs. formal resolution
- Discriminatory and prejudicial behavior is offensive and illegal

# Consequences

- Work relations
- Mission accomplishment
- Potential Punishment
  - LOC
  - LOR
  - UCMJ

# Hazing

# Rape and Rape Prevention

- **RAPE: Forcing a person to submit to sexual intercourse**
- **RAPE IS A CRIME!!**

# Rape and Rape Prevention

**Every situation is different, the best response depends on a combination of factors…….**

# Safety and Preventative Measures

- Use Your Judgment
- Negotiating
- Verbal Assertiveness
- Physically Resisting

# Safety and Preventative Measures

- At home
- In your car
- Walking or jogging
- Dating

# Reporting Rape

**Report it**
**IMMEDIATELY!!!**

# Rape Survivor Steps

**You are not to blame**

**Talk about it**

**Use your resources**

# Rape Survivor Steps

- Rape Crisis Centers
- Local Police

# Penalties

- UCMJ sets guidelines
- Dishonorable discharge…

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